

Ethical Labour Practice – Code of Conduct on Workers

1. Child Labour

No workers under age of 18 years old is engaged or employed in the processing plants. Upon recruiting, all applicants shall provide a government-issued passport, Identity card and/or work permit for verifying age and legality to work respectively.

2. Forced and Compulsory Labour

Workers are not required to pay deposits or recruitment fee to the company. The company shall not lodge passport, Identity card and/or work permit belonging to the workers. The company shall not withhold any part of workers' salary and benefits.

3. Health and Safety

Occupational health and safety of workers shall be of the utmost concern for the company. At minimum, all legal requirements of related laws must be fulfilled. They include to the provision of necessary personal protective equipment at the employer's expenses, first aid treatment, and assistance for follow-up medical treatment.

4. Freedom of Association and Right to Collective Bargaining

As permitted by Thai law, the company shall respect the rights of workers for freedom of association and collective bargaining.

5. Discrimination

The company shall not allow any behavior indicating harassment, discrimination or bullying. Education and training on the fundamental of human rights shall be conducted for all personnel concerning the supervision of workers and security practice. The company shall have in place the mechanism and grievance handling to ensure fair treatment of workers.

6. Disciplinary Practices

The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion, or verbal abuse of workers. Deductions from wages as a disciplinary measure are not allowed.

7. Remuneration

The minimum daily wage shall be fully paid according to Thai law to every worker. Overtime work shall be reimbursed at a premium rate and paid leave shall be granted as defined by Thai Law.

8. Welfare and Benefit

Social security payments are contributed by both workers and company – in accordance with Thai Labour Law – which ensure all workers are eligible for national health care coverage. The company shall register every worker to this scheme from the first day of employment. For the period where the national health care coverage is not yet in effect, the company shall provide adequate medical treatment and expenses to assist any work-related injuries and illnesses.